

Three-Rank Eligible List Pilot Study

The Three-Rank Eligible List Pilot Study (Pilot) is jointly coordinated by staff of the State Personnel Board (SPB) and the Human Resources Modernization Project (HR Mod).

What is a three-rank eligible list?





A three-rank eligible list is one in which all applicants who meet the minimum qualifications for a classification and pass the examination are assigned one of three passing scores. (Applicants who do not pass the examination are assigned a score of 65 and do not appear on the ranked eligible list.)

Pilot History

- **June 10, 2008** – The SPB approved the use of three-rank eligible lists in a two year Pilot study scheduled to begin July 1, 2008.
- **August 15, 2008** – The SPB issued a Policy Memo (Pinkie) that established the Pilot's scope and goals for a two-year term (July 1, 2008 - June 30, 2010).
- **October 29, 2008** – The SPB released a Pinkie to provide clarifying information concerning the Pilot's registration process.
- **April 23, 2009** – The rules of the Pilot were refined and expressed in an updated [Pinkie](#) that superseded and rescinded the previously released Pinkies regarding the Pilot.
- **May 4, 2010** – HR Mod recommended that the SPB draft, publish for comment and hearings, and adopt a new rule that would make the practices tested in the Pilot a permanent part of state exam processes. HR Mod's report to the SPB, including findings of a compliance audit of the Pilot, is available [here](#).
- **June 10, 2010** - The SPB took the proposed recommendations under consideration and extended the Pilot for six months while an independent review was conducted to research and analyze specific concerns raised by SPB and stakeholders about the Pilot.
- **December 7, 2010** – Results of the independent review were presented to the SPB. The SPB extended the Pilot for an additional year.











































Additional examinations will not be approved for inclusion in the Pilot during the one year extension, however, departments can still register to use the three rank eligible lists for the [38 examinations](#) currently approved for inclusion in the Pilot.






























Exam Types

	Online – Automated, paperless exams available to all individuals with access to a personal computer and the internet. These exams are available 24 hours a day, 7 days a week.
	Qualifications Assessment (e.g. Education & Experience, Supplemental Application, Training and Experience) – Applicants can download and print exam questions for completion. Completed examinations must be submitted to the department as instructed on the exam bulletin.
	Statewide – Exam is for a statewide classification.
	Multi-Departmental – Multiple departments use this exam list to fill vacancies.

Three-Rank Eligible List Pilot Study Exams

(click the exam title to view the current exam bulletin)

<u>Accountant Trainee</u>	  	<u>Physician and Surgeon</u>	  
<u>Adoptions Specialist</u>	  	<u>Registered Nurse</u>	  
<u>Associate Governmental Program Analyst</u>	  	<u>Research Scientist I (Chemical Sciences)</u>	  
<u>Associate Toxicologist</u>	  	<u>Research Scientist I (Epidemiology/Biostatistics)</u>	  
<u>Auditor I</u>	  	<u>Research Scientist I (Microbiological Sciences)</u>	  
<u>Business Taxes Representative</u>	  	<u>Research Scientist I (Physical/Engineering Sciences)</u>	  
<u>Compliance Representative</u>	  	<u>Research Scientist I (Social/Behavioral Sciences)</u>	  

<u>Deputy Attorney General III</u>		<u>Senior Assistant Inspector General</u>	
<u>Education Programs Consultant</u>		<u>Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional</u>	
<u>Environmental Scientist</u>	 	<u>Service Assistant (Custodian)</u>	
<u>Fish & Wildlife Technician</u>	 	<u>Special Assistant Inspector General</u>	
<u>Health Facilities Evaluator Nurse</u>		<u>Special Investigator</u>	 
<u>Investigative Certified Public Accountant</u>		<u>Attorney (Staff Counsel)</u>	 
<u>Investigator</u>	 	<u>Attorney III - Specialist (Staff Counsel III - Specialist)</u>	 
<u>Labor Relations Analyst</u>	 	<u>Attorney IV (Staff Counsel IV)</u>	 
<u>Medical Consultant I</u>		<u>Staff Services Manager I</u>	 
<u>Medical Consultant I (Psychiatrist)</u>		<u>Staff Services Manager II (Supervisory)</u>	 
<u>Nursing Education Consultant</u>		<u>Staff Toxicologist (Specialist)</u>	 
<u>Office Occupations Clerk</u>		<u>Tax Compliance Representative</u>	 

If your department is interested in registering to use the three rank eligible list for an examination currently approved for inclusion in the Pilot, please complete a [Registration/Agreement Form](#) and send it to 3RankPilot@dpa.ca.gov.